



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGES COMMITTEE
FOR
EMPLOYMENT IN GLASS INDUSTRY
IN MAHARASHTRA STATE

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CHAPTER I

1.1. *Appointment of the Committee.*—Government of Maharashtra appointed our committee by a resolution, Industries and Labour Department No. MWA. 4074/201468/Lab. III-A, dated 12th February, 1975. The composition of Committee as initially announced was as follows (Annexure 'A') :—

Chairman

Shri Rammanohar Vishnunarayan Tripathi, M.L.A., Bombay.

Representatives of Employers

- (1) Shri Y. A. Vazir Ali, Bombay.
- (2) Shri Shamrao Ogle, Ogalewadi.
- (3) Shri Chhotubhai Gopalbhai Patel, Chandrapur.

Representatives of Employees

- (1) Shri D. M. Tulpule, Bombay.
- (2) Shri Ravindra S. More, M.L.A., Poona.
- (3) Shri Mazhar S. Ibrahim, Chandrapur.

Member-Secretary

Shri V. V. Joshi, Assistant Commissioner of Labour, Bombay, was appointed as Member-Secretary of the Committee in addition to his own duties.

1.2. *Terms of reference.*—The object and scope of enquiry entrusted to our Committee through the above noted Resolution may briefly be stated as follows :—

(a) To hold enquiries into the conditions prevailing in the Glass Industry ; and

(b) To advise Government in the matter of revision of minimum rates of wages fixed under Government Notifications, Industries and Labour Department, No. MWA. 4067/134571/Lab. III, dated 21st November 1969 and No. MWA. 4067/134571 (i)/Lab. III, dated 21st November 1969 (Annexures 'B' and 'B-1').

1.3. *Time-limit for submission of report.*—The Government Resolution, dated 12th February 1975 by which our committee was constituted, had directed that the Committee should submit its detailed report to Government

within six months from the date of the Resolution. However, it was not possible for the Committee to submit its report to Government within the stipulated time-limit and therefore, committee approached Government with a request to grant extension of the time-limit by six months more. Accordingly, Government was pleased to grant to the committee extension of time up to 12th February 1976 for submission of its report. (Annexure 'C').

1.4. *Changes in composition.*—The initial composition of the Committee underwent changes due to the fact that Sarvashri Y. A. Vazir Ali and Ravindra More could not continue as members because of their personal difficulties and, therefore, Government appointed Sarvashri Ramesh Chand and Nana Talashikar respectively as members in their place. Shri V. V. Joshi, member-Secretary of our Committee went on transfer to Thana and in his place Shri M. V. Savadikar, Assistant Commissioner of Labour, Bombay was appointed as member-Secretary. (Annexures 'D', 'E' and 'F').

1.5. *Approach.*—The Committee held its first meeting on 19th March 1975 in Bombay for discussing the nature and scope of enquiry and procedure to be followed in that behalf. It was decided to collect information by questionnaire method as well as by spot visits to some glass factories in different regions of the Maharashtra State. Questionnaires to be issued to glass factories, their associations and trade unions for the purpose of collecting information were finalised and issued to glass factories, associations and trade unions. (Annexures 'G' and 'H').

At periodical meeting of the committee, review of the progress made by the Committee was taken and further programmes were chalked out. In all, committee held 6 meetings for completing the work entrusted to it. These meetings were held at different places and dates mentioned below:—

Serial No. of meeting	Place of meeting			Dates
1st	Bombay	..	..	19th March 1975.
2nd	Bombay	..	..	23rd June 1975.
3rd	Chandrapur	..	..	9th July 1975.
4th	Bombay	..	..	3rd September 1975.
5th	Bombay	..	..	1st November 1975.
6th	Nagpur	..	..	8th December 1975, 9th December 1975, 10th December 1975.
7th	Bombay	..	..	8th January 1976.

1.6. *Tours undertaken by the Committee.*—For the purpose of making enquiries on the spot and for recording evidence of the persons interested in the enquiry, the Committee visited various centres in the State, Press notes were also issued through the Director of Publicity for giving publicity to the evidence recording programme of the Committee. Prior intimations were also sent to the establishments, associations and trade unions requesting them to appear before the Committee at the appointed time and place for placing their views before the committee for consideration. Apart from recording the views of the persons who appeared before it, the Committee observed the conditions of work, nature of jobs performed by workmen, prevailing wage rates etc. during the course of visits to various glass factories.

The Committee visited the following centres for making on the spot enquiries:—

Serial No.	Name of the place	Date of visit	No. of factories visited
1	Bombay	23rd June 1975 ..	} 9
		24th June 1975 ..	
		4th September 1975 ..	
		31st October 1975 ..	
2	Thana	4th September 1975 ..	2
3	Chandrapur	9th July 1975 ..	1
4	Nagpur	10th July 1975 ..	1
5	Talegaon and Pimpri	10th October 1975 ..	5
6	Oglewadi	12th October 1975 ..	1
7	Dahanu	30th October 1975 ..	1

1.7. Committee held four evidence recording sessions at the following places on the dates mentioned against them:—

Serial No.	Place	Date
1	Bombay .. ..	.. 24th June 1975, ... 11th November 1975.
2	Chandrapur .. ..	.. 9th July 1975.
3	Poona .. ..	.. 11th October 1975.
4	Oglewadi .. ..	.. 12th October 1975.

The representatives of employers, associations and trade unions who appeared for tendering evidence before the committee during its evidence recording sessions and visits to various places are detailed below:—

- Bombay* ... (1) Mahalaxmi Glass Works.
 (2) Glass Containers Private Limited.
 (3) Ajit Glass Works Limited.
 (4) Ampoules Company Private Limited.
 (5) Patanwala Glass Works.
 (6) Haldyan Glass Works Private Limited.
 (7) Vazir Glass Works Limited.
 (8) Vitrum Glass Division,
 (9) Borosil Glass Works Limited.
 (10) Western India Glass Manufacturers Association.
 (11) Wallabh Glass Works.
 (12) Victory Flask Company.
 (13) Bombay Mazdoor Congress.
 (14) Engineering and General Mazdoor Sangh.
 (15) Bombay General Employees' Association.
- Thana* ... (1) Ambika Glass Works Private Limited.
 (2) Krishna Glass Works Limited.
- Pimpri-Talegaon,
 Poona* ... (1) Paisa Fund Glass Works.
 (2) Topaz Glass Private Limited.
 (3) J. G. Glass Industries Private Limited.
 (4) J. G. Vacuum Flasks Private Limited.
 (5) Ogle Glass Works Limited.
 (6) Lokmanya Kamgar Sangh.
- Oglewadi* ... (1) Ogle Glass Works Limited.
 (2) Oglewadi Workers Union.
 (3) Oglewadi Kamgar Union.
- Chandrapur* ... (1) Swastik Glass Works Private Limited.
 (2) Chandrapur Zilla Labour Union.
 (3) Chanda Kanch Karmachari Sangh.
- Nagpur* ... (1) Vidarbha Glass Works.
- Dahanu* ... (1) Asha Glass Works.

CHAPTER II

GLASS INDUSTRY — A SURVEY

2.1. *Growth and employment.*—Glass industry plays a vital role in the economy of the country. Articles manufactured from Glass also occupy an important place in daily life of the ordinary man. Glass articles are used as substitutes for ceramic wares in daily domestic routine. In industrial sphere, pharmaceutical and chemical industries chiefly depend upon glass containers for packing their products. Scientific and research laboratories mostly used apparatus made of glass. With the increase in demand for glass articles from social as well as industrial sectors Glass industry has been getting a fillip in recent years. In the year 1969, when the minimum rates of wages were last revised, the number of glass factories working in the State of Maharashtra was only 30 with an employment of 8545 workers. The number of factories existing in the State of Maharashtra during 1974 is 69 with an employment of about 12141 workers.

Thus it can be seen that the number of units in glass industry has more than doubled over a period of five years, whereas the employment has increased by about 50 per cent. over that period. The difference between the rate of growth of units and employment may perhaps be attributable to the emergence of semi-automatic or automatic units which have comparatively less employment potential.

2.2. *Standing.*—According to our survey, glass industry in Maharashtra has a standing of over 60 years. The oldest glass unit existing at present in the State is Paisa Fund Glass Works, Talegaon-Dabhade which was started in 1908 with the inspiration of Swadeshi Movement under the leadership of late Lokmanya Bal Gangadhar Tilak. Next in age comes Ogle Glass Works, Oglewadi, which was established in 1916. Thereafter, it seems, there was lull on industrial scene. Nineteen-forties saw the emergence of new glass units and thereafter the industry has been making a steady progress.

2.3. *Location.*—As is the case in respect of other industries, Bombay Thana industrial complex scores over other areas in as much as 44 units out of a total of 69 units comprising glass industry are located in this region. This may be due to the fact that industries like Pharmaceutical and Chemical which are the main users of glass products are concentrated in this complex. Industrial complex of Poona extending upto Talegaon

Dabhade claims a second position with 9 units. The remaining units are located at interior regions of the State viz., Oglewadi, Chandrapur and Dahanu.

2.4. *Nature of employment.*—Glass industry as it exists today comprises units of automatic as well as semi-automatic and manual types. Though the products that are manufactured by these units are heterogeneous in nature, bulk of them consists of manufacture of various types and sizes of bottles used chiefly by pharmaceutical and chemical industries, Government milk scheme and breweries. Though automation is making speedy strides in the industry, there are some units which still continue with the same old practice of production through manual labour at all stages. These units are mainly specialised in producing articles requiring individual skill and artistic talents. Since the products of glass industry are in demand all over the year, the industry is in a position to provide employment on perennial basis.

2.5. *Existing wage rates.*—The perennial nature of employment has been a contributing factor for workers' organisations with the result that the wages in sizable number of units have been determined by the process of collective bargaining in the nature of agreements, settlements and awards.

The existing wage rates paid to an unskilled category of employees as per the information contained in the replies to the questionnaire at various centres are as follows:—

Serial No.	Centre	Minimum	Maximum
1	Bombay and Thana ..	108·00 per month ..	125·00 + 100% textile D. A.
2	Poona and Pimpri ..	3·70 per day ..	440·00 per month.
3	Talegaon ..	90·00 per month ..	110·00 per month.
4	Oglewadi ..	135·00 per month ..	150·00 per month.
5	Chandrapur ..	65·00 per month ..	....

CHAPTER III

VIEWS EXPRESSED BY THE EMPLOYERS AND TRADE UNIONS

3.1. The questionnaire which was circulated amongst the employers, their associations and trade unions contained a question regarding their views on the needs for revision of minimum rates of wages and its extent. Such questionnaires were issued to 69 employers, one association and 18 trade unions functioning in glass industry. Replies to questionnaires were received from 21 employers, one association and 4 trade unions. Besides depending upon the replies to the questionnaire, Committee also visited about 20 factories at different places for making on-the-spot studies and ascertaining views of employers and employees directly. Moreover, Committee visited important centres, and recorded the views of employers, trade unions and employees. Some trade unions and employees forwarded their views through written representations. Analysis of views expressed by parties is summarised below.

3.2. *Views expressed by employers and association, Bombay.*—(i) Existing wages, fixed in glass industry as far back as in 1969, need reasonable revision. However, while revising the wages rates following factors should be considered:—

(a) Acute recession that has set in the glass industry has adversely affected turn over and future business prospects coupled with gradual change over in the media of packaging from glass to plastic containers.

(b) Paying capacity of the industry or the unit.

(c) Prevailing wage-rates in various units in glass industry as well as other conditions of service including production incentive scheme which forms a major part of the earning of the workmen in glass industry unlike engineering or other industry.

(d) It is evident from the recent trends that it is a 'buyers' market' and not the sellers' market. The prices of vital raw materials such as furnace oil, soda ash, electrical energy have gone up manifold. However, manufacturers could not revise their selling rates commensurately. Huge stocks are piled and industry is facing acute marketing problem.

Taking into consideration the above factors, it is suggested that the minimum rates of wage should be revised as follows:—

Unskilled	...	...	Rs. 150.00 per month.
Semi-skilled	...	...	Rs. 200.00 per month.
Skilled	...	...	Rs. 250.00 per month.

(ii) It is urged that minimum wage-rates should be continued and no scheme of dearness allowance, either fixed or variable should be prescribed in view of peculiar characteristics of the working as well as prevalence of production incentive scheme.

(iii) Though there is a case for revision of minimum rates of wages fixed as back as in 1969, the revision should not be out of proportion. Further in view of 20-point economic programme announced by the Prime Minister of India, the revision of minimum rates should be prescribed in such a proportion that it will not add the inflationary trends in economy.

(iv) The minimum rates should be the lowest minimum and higher wages can be negotiated by the process of collective bargaining, depending upon the paying capacity of the unit.

(v) Revision of wage-rates should not result in the closure of units or mass retrenchment as happened in the case of engineering industry. In fact, the observations made by the Supreme Court of India in Crown Aluminium case, do not hold good in changed circumstances due to Emergency and 20-point economic programme. Rise in the cost of living may be relevant for fixing fair wages but not for fixing minimum wages which are required to be palatable to the smallest unit in the industry. In view of the changed circumstances the minimum wage for unskilled category should be fixed somewhere between Rs. 130-00 to Rs. 140-00 per month.

Poona—

(a) The term "employment in glass industry" should be defined to clarify whether it covers processing of glass.

(b) Capacity of the unit and its employment size should be taken into consideration.

(c) Minimum wage should be fixed separately for automatic, semi-automatic and non-automatic units.

(d) Wherever possible, piece rates should be prescribed taking into consideration the products and processes. This will provide for individual efficiency.

(e) While fixing minimum wages, minimum work load or production to be given by the workmen should also be fixed.

(f) Zones should be based on availability of raw materials and living conditions. Poona should be divided in sub-zones.

(g) Categories such as skilled and semi-skilled should be further subdivided into A, B and C for the purpose of wage fixation. Occupations should be specified under skilled categories.

(h) The minimum rate of wage for an unskilled category for Poona area should be fixed at Rs. 6-00 per day.

Chandrapur—

Industry is in the grip of recession and market is very dull. Due to keen competition from Bihar and Orissa where today the minimum rates are 2.25 to Rs. 3.00 per day, it has become uneconomic for labour intensive units to produce Chimney wares at cheaper rates for the benefit of poorest strata. Glass and Ceramic industries are supposed to be of similar nature. The wages paid by tiles and ceramic factories are nearly Rs. 3.00 to Rs. 3.30 per day. Considering this, the extent of revision of existing minimum wages in glass industry should be to the tune of 30 per cent. to 40 per cent.

Ogalewadi—

(a) There is a case for upward revision of wage-rates. However, while revising rates of wages, present position of glass industry should be taken into consideration.

(b) The minimum rates of wages to be prescribed should be consolidated once and variable cost should not be added by way of cost of living allowance.

(c) Present pattern of Zones should be retained.

(d) While fixing wage rates, difference between automatic and semi-automatic units should be maintained and automatic unit should be placed on higher side.

(e) The wage rates to be prescribed should be placed somewhere between the existing minimum rates of wages for glass industry and those fixed for employment in engineering industry.

(f) Detailed categorisation is necessary while fixing wage rates according to skill. Similarly sub-classification in skills should be prescribed in order to make provision for improvement of skill achieved due to length of service.

(g) The minimum rates of wages should be scrupulously enforced and unfair labour practices should be eradicated.

3.3. Views expressed by trade unions :

Bombay—

The growing tendency to use more cosmetic articles and use of medicines prevalent in general public has given good fillip to glass industry and the industry has flourished and prospered during recent years.

In recent years, some of the factories have installed automatic and modern machinery with a view to reduce manufacturing cost and increase profitability. However workers are not benefited to the extent of their contribution. With the growth of the industry, no proper and due attention is paid to ameliorate the living conditions of the working class people. The nature of work in certain categories is hazardous and injurious to health.

Proper safety arrangements as well as supply of milk and vitamins are required to combat the evil effects of fumes and gases. The scanty income of the workmen in this industry is hardly adequate to cater to his bare needs of food, clothing and other necessities. The size of the family even at a very restricted estimate should be taken at five units of consumption for the purpose of computing need-based minimum wage. Further, the cost of living is increasing almost every month and unlike other industries, the advantage of living allowance is denied to the workers in glass industry. It must be noted that all the minimum wage committees recently appointed by Government have recommended minimum wages with linkage to cost of Living Index Number. The Committee appointed for employment in Glass Industry must link the minimum wage fixed by it with the cost of living index number. Taking into consideration all the aspects, the minimum rates of wages should be revised as under:—

Unskilled	...	Rs. 350-00 per month
Semi-skilled—A	...	Rs. 400-00 per month
Semi-skilled—B	...	Rs. 375-00 per month
Skilled—A	...	Rs. 500-00 per month
Skilled—B	...	Rs. 450-00 per month
Skilled—C	...	Rs. 430-00 per month

In any case, the minimum rates of wages to be recommended to Government should not be less than those fixed for employment in Shops and Commercial establishments. Moreover, special allowance should be introduced.

Another union expressed that the workers in Glass Industry are exposed to heat and due weightage should be given to this hazard. The minimum rates of wages for employment in Glass Industry should, therefore be more than those fixed for employment in Engineering Industry.

Poona—

The Minimum Wage Committee should follow the trends set up by other committee. Since Talegaon is nearer Poona, it should be placed in Zone II. The minimum wage for Zone II should be around Rs. 210-00 per month. Linkage to cost of living is also necessary.

Ogalewadi—

While recommending revised minimum rates of wages committee should consider the following factors:—

- (a) workers in glass industry are subjected to physical strain and are required to work in peculiar atmosphere and service conditions.

(b) workers have to complete the jobs with utmost responsibility and skill even though no arrangements are made for their training.

(c) many artistic articles are being produced in recent years which call for higher degree of skill.

The minimum rates of wages should be prescribed for skilled categories as well as occupations and the rates of wages to be prescribed should be on par with those prescribed for employment in Engineering Industry.

Another union submitted that the cost of living is almost same every where in the State. However, there should not be more than three Zones.

The minimum wage rate for last zone should be as follows:—

Highly-skilled	...	Rs. 20-00 per day
Skilled	...	Rs. 17-00 per day
Semi-skilled	...	Rs. 15-00 per day
Unskilled	...	Rs. 10-50 per day

Besides the above rates, a special allowance based on the Cost of Living Index Number for Sholapur should be prescribed.

Chandrapur —

The minimum rate of wages should be Rs. 7-50 per day and 60 per cent. of the same should be given as special allowance in addition to minimum wages.

Another union submitted that during the last 6 years, the price of a rupee has eroded to the extent of 75 per cent. It must also be noted that prices of essential commodities in Chandrapur have been on par with most of the popular cities of India. Therefore, by an arithmetical rule, the minimum wage should be four times the wage fixed in 1969. Further, minimum wage should be linked to Price Index. It is also suggested that Chandrapur be placed in Zone II.

CHAPTER IV

MINIMUM WAGE FIXATION

4.1. *Concept of Minimum Wage.*—Minimum Wages Act, 1948 does not define the basic concept of minimum wage nor does it lay down any guide lines for Minimum Wage Committees to follow while fixing the minimum wages. In the absence of legal definition of 'Minimum Wage', therefore, we have to bank upon the accepted authorities who have analysed the concept of 'Minimum Wage'.

The Committee on Fair Wages appointed by Central Government in 1948 has defined three distinct concepts of wage viz. Living Wage, Minimum Wage and Fair Wage:—

(a) *Living Wage.*—This represents "a standard of living which provides not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comfort including education of children, protection against ill-health, requirements of essential social needs and some insurance against the more important misfortunes."

(b) *Minimum Wage.*—This represents a standard of living which ensures not merely the bare sustenance of life but the preservation of the efficiency of the worker by providing some measure of education, medical requirements and amenities.

(c) *Fair Wage.*—This represented a standard of living somewhere between the living wage and minimum wage. The lower limit of fair wage must obviously be minimum wage while the upper limit is set by the capacity of the industry to pay.

The Supreme Court in its judgment in case of *Express News Papers vs. Union of India*, clarified this concept by stating that the minimum wages formed lower limit of wages. Thus it may be construed that the minimum wage provides a floor below which the wages should not be allowed to fall.

4.2. The term 'Minimum Wage' has been used in three different manners (1) statutory minimum wage, (2) bare minimum wage and (3) need-based minimum wage.

(1) *Statutory Minimum Wage.*—The statutory minimum wage is a wage fixed under section 3 of the Minimum Wages Act, 1948 and notified by the

Government under Section 5 of the said Act. In fixing the statutory minimum wage, the Government shall either —

(a) appoint as many committees and sub-committees as it considers necessary, to hold enquiries and advise it in respect of such fixation or revision, as the case may be, or

(b) by notification in the official gazette publish its proposals for the information of persons likely to be affected thereby, and specify a date, not less than two months from the date of the notification, on which the proposals will be taken into consideration.

After considering the advice of the committee or committees or representations received by it, the Government shall notify the minimum rates of wages. Once the minimum rates of wages, in accordance with the provisions of law are fixed, it is obligatory on the employer to pay wages irrespective of his capacity to pay. Failure to pay statutory minimum wage is an offence punishable under the Minimum Wages Act, 1948.

(2) *Bare Minimum Wage*.—This wage is generally determined by wage fixing authorities like Industrial Tribunals or non-statutory Wage Boards after considering the conditions of labour and level of wages in particular industry and region.

(3) *Need-based Wage*.—The concept of need-based wage was evolved by the 15th Indian Labour Conference which laid down the following norms for computing need-based minimum wage:—

(a) in calculating the minimum wage, a 'standard working class family' should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescents being ignored.

(b) minimum food requirements should be calculated on the basis of net intake, 2700 calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.

(c) clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four members a total of 72 yards.

(d) in respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under Subsidised Industrial Housing Scheme for low income groups.

(e) fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent. of the total minimum wage.

The wage fixing authorities have expressed that payment of need-based minimum wage is neither practicable nor possible in the context of present financial position of various industries.

4.3. *Our Approach.*—What our committee is concerned with at the moment is not the fixation of need-based wage or bare minimum wage but statutory minimum wage. This may consist of (a) and all inclusive rate or (b) a basic rate of wages and a special allowance to be adjusted with the variation in the cost of living index number.

In the past several minimum wage committee have analysed the principles underlying fixation of minimum wages. It is a thin red line that separates each of such analysis. Our committee would like to follow the path that is laid down by the minimum wage committee for employment in Powerloom Industry (Chairman, Shri Moinuddin Harris, M.L.C., Secretary, Shri P. K. Paranjape, Assistant Commissioner of Labour, Bombay). The committee in its report at page 26 has observed :

“Our committee has approached the question of minimum wage on the lines indicated by National Commission on Labour (1968). It fully appreciates the need for a reasonable minimum wage as would approximate as closely as practicable the theoretically conceived need-based minimum set down in the norms. The Committee has to balance judiciously with sense of realism, the needs of labour, and the needs of industry to survive and develop in a competitive economy, in the larger context of developing national economy. It has taken into consideration the existing wage levels, wage rates statutorily fixed for comparable employments and the effect of increases on the industry. It gave due weightage to the principle of—

“Growth with stability and social justice.”.

On account of practical difficulties, the minimum wage committees have found out a way which is broadly described as “Compromise minimum wage approach”. The compromise approach is based on the twin considerations viz., Statutorily fixed minimum wage should not be equated with subsistence wage (as would enable the worker to meet bare animal needs). It should take into account as Justice Higgins would like to emphasize that worker is a member of a civilized community having certain normal needs.”

CHAPTER V

5.1. *Reasons, Conclusions and Recommendations.*—Considering the views expressed by employers and employees in reply to questionnaire, at evidence recording sessions and also the information collected by the Committee at the time of spot-visits to various glass factories, it is observed that divergent views were expressed regarding revision of minimum rates of wages. The representatives of employees wanted minimum wages to be revised upwards considering the rise in the cost of living index. On the other hand, representatives of employers argued for only a modest increase since they envisage competition from other States paying lower wages. The Committee taking into consideration the present economic condition of the industry and the prevailing minimum rates of wages fixed for employees of other scheduled employments has decided to make following recommendations.

5.2. *Categorisation of Employees.*—While making recommendations for revision of minimum rates of wages for different categories the Committee decided to retain the existing classification of employees viz., (1) Skilled-A, (2) Skilled-B, (3) Skilled-C, (4) Semi-Skilled-A, (5) Semi-Skilled-B, (6) Unskilled and (7) Clerical and Supervisory (Factory Operation) and various occupations grouped thereunder.

5.3. *Zones.*—The Committee decided to classify the areas in the State into three Zones as follows :—

Zone I.—Areas within the limits of the Municipal Corporation of Greater Bombay and those within the Municipal limits of Thana Municipal Council and those within the limits of Majiwada and Balkum Village Panchayats, Thana-Belapur area and also area falling within site designated as New Bombay (Thana-Belapur area and New Bombay area has been included in Zone I because of industrial complex and their proximity with Bombay).

Zone II.—The areas within the Corporation, Municipal or the Cantonment limits and Maharashtra Industrial Development Corporation areas as the case may be of the following :—

Poona, Sholapur, Kolhapur, Malegaon, Nasik, Ulhasnagar, Ambernath, Pimpri, Poona Cantonment, Kirkee Cantonment, Chinchwad, Nagpur, Akola, Amravati, Taloja, and Panvel. Taloja and Panvel

areas are industrially developing areas and being in proximity with Thana-Belapur area and New-Bombay, they are included in Zone II

Zone III.—The areas of the State not included in Zone I and Zone II.

5.4. *Wages.*—Considering the rise in the cost of living since previous revision, the economic condition of the industry and the views expressed by the employers and employees, the Committee has decided to recommend the revised minimum rates of wages for the different classes of employees in different Zones as specified in Chapter VI.

5.5. *Linking of wages to Cost of Living Index Number.*—The Committee has not recommended linkage of minimum rates of wages with the Cost of Living Index Number since the Committee observed during its visits to glass factories that the Labour in glass industry is organised and Committee felt that the Unions should be able to negotiate necessary relief by way of collective bargaining in case there is an abnormal rise in the Cost of Living Index.

CHAPTER VI

SUMMARY OF RECOMMENDATIONS

The minimum rates of wages recommended by the Committee are as under:—

Serial No.	Class of employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
1	2	3	4	5
SKILLED 'A'				
1.	Mouth Blower (all articles).	... 260	208	175.50
2.	Furnace Mason.			
3.	Pattern Maker.			
4.	Turner.			
5.	Fitter/Mechanic.			
6.	Mould Engraver.			
7.	Employees by whatever name called doing skilled-A work of the nature done by persons falling under the above entries.			
SKILLED 'B'				
1.	Mouth Blower.	... 247	195	162.50
2.	Heavy Press Operator.			
3.	Cut Glass Decorator.			
4.	Glass Painter (Hand).			
5.	Machinist.			
6.	Mould Maker/Fitter.			
7.	Grinding Machine Operator.			
8.	Shaper and Planer.			
9.	Electric Wireman (Qualified).			

Serial No.	Class of employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
1	2	3	4	5
10.	Gather/Machine Operator/Cutter.			
11.	Welder.			
12.	Mason other than a Furnace Mason.			
13.	Employees by whatever name called doing skilled-B work of the nature done by persons falling under the above entries.			
SKILLED 'C'				
1.	Bangle Decorator.	234	184-60	143-00
2.	Light Press Operator.			
3.	Quality Inspector.			
4.	Compressor Mechanic.			
5.	Motor Vehicle Driver.			
6.	Engine Driver.			
7.	Blacksmith.			
8.	Electric Wireman (non-qualified).			
9.	Carpenter.			
10.	Employees by whatever name called doing skilled-C work of the nature done by persons falling under the above entries.			
SEMI-SKILLED 'A'				
1.	Mixer Drum Attendant.	215-80	171-60	130-00
2.	Oil Burner Attendant/Annealing Lehr Attendant/Furnace Attendant.			
3.	Airman.			
4.	Bubble Maker.			
5.	Bangle Joiner.			
6.	Furnace Feeder/Batch Charger.			
7.	Drilling Machine Operator.			

Serial No.	Class of employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
1	2	3	4	5
8.	Glass Edge Melter/Fire Polisher			
9.	Coal Fireman.			
10.	Glass Printer.			
11.	Rolshwalla.			
12.	Press Liverman.			
13.	Machine made Article Sorter.			
14.	Compressor Attendant.			
15.	Petrol Gas Attendant.			
16.	Glass Polisher.			
17.	Employees by whatever name called doing semi-skilled-A work of the nature done by persons falling under the above entries.			
SEMI-SKILLED ' B '				
1.	Glass Edge Grinder. ...	205-40	163-80	119-60
2.	Glass Froster.			
3.	Liverman			
4.	Wheel/Wire Cutter.			
5.	Packer.			
6.	Blown Article Sorter.			
7.	Workshop Attendant.			
8.	Oilman.			
9.	Canteen Vendor.			
10.	Employees by whatever name called doing semi-skilled-B, work of the nature done by persons falling under the above entries.			
UNSKILLED				
1.	Carrier. ...	195	156	110-50
2.	Helper in Batch House.			
3.	Coal and Ash Carrier in Furnace Section.			

Serial No.	Class of employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
1	2	3	4	5

4. Annealing Lehr Section Worker.
5. Workshop Mazdoor.
6. Chamber Loader and Unloader.
7. Mould Holder.
8. Watchman.
9. Peon.
10. Store Attendant.
11. Helper in Furnace Section other than Coal and Ash Carrier.
12. Helper in Finishing Section.
13. Helper in Packing Section.
14. Label Paster.
15. Mazdoor General.
16. Wrapper.
17. Stitcher.
18. Sweeper.
19. Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.

CLERICAL AND SUPERVISORY (FACTORY OPERATION)

1.	Automatic Machine Incharge	...	325	300	260
2.	Draftsman	...	285	265	230
3.	Supervisor (Technical)	...	285	265	230
4.	Supervisor (non-technical)	...	260	245	215
5.	Store-keeper	...	250	230	185
6.	Time-keeper	...	240	225	170
7.	Clerk	...	230	220	169
8.	Reporter	...	200	190	130

Explanation.—For the purpose of this notification—

(1) (a) Zone-I shall comprise of the areas within the limits of the Municipal Corporation of Greater Bombay and those within the Municipal Limits of Thana Municipal Council and within the limits of Majiwada and Balkum Village Panchayats, Thana Belapur area and also site designated as New Bombay.

(b) Zone-II shall comprise of the areas within the Corporation, Municipal or the Cantonment limits or the revenue limits of the following:—

Poona, Sholapur, Kolhapur, Malegaon, Nasik, Ulhasnagar, Ambernath, Ahmednagar, Pimpri, Poona Cantonment, Kirkee Cantonment, Chinchwad, Nagpur, Akola and Amravati, Taloja and Panvel (including M.I.D.C., areas).

(c) Zone-III shall comprise of the remaining areas of the State not including in Zone-I and II of the above.

(2) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate the cost of living allowance and the cash value of concessions, if any.

(3) The minimum rate of wages in respect of an adolescent shall be 75 per cent. of the wages fixed for the class of employees to which he belongs, and in respect of a child, 50 per cent.

(4) The minimum rate of wages in respect of an apprentice shall be 75 per cent. of the wages fixed for the class of employees to which he belongs.

(5) In the case of an employee employed on daily wages, the minimum rates of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest paise.

Views on linkage.—Our Committee has not recommended linkage of minimum rates of wages with the cost of living index number since we have observed during our visits to glass factories that the labour in glass industry has been well organised under the unions and we feel that the respective unions should be able to negotiate necessary relief by way of collective bargaining in case there is an abnormal rise in the Cost of Living Index Number.

Acknowledgements

Before concluding the report, the Chairman takes this opportunity to record his grateful thanks to the employers and employees as well as their associations and unions for assisting the Committee in its work by presenting their considered views on the matters touching the enquiry.

The Chairman is deeply indebted to the members of the Committee for their unstinted co-operation and valuable guidance during all the stages of Committee's work. Their co-operation, inspired by accommodative spirit, helped the Committee to make unanimous recommendations embodied in the report.

It would not be out of place also to express the Committee thankful appreciation to the office of the Commissioner of Labour, Government of Maharashtra, who have rendered assistance to the Committee from time to time. The Chairman expresses appreciation of the services rendered by Shri M. V. Savadikar, Assistant Commissioner of Labour and Member-Secretary, who as Secretary of the Minimum Wages Committee spared no pains in getting the work done as desired. The Member-Secretary has rendered valuable assistance not only in the conduct of tours but also in the preparatory work underlying Committee's deliberations. The Chairman is also thankful to Shri V. V. Joshi, Assistant Commissioner of Labour who was associated with Committee as Member-Secretary in the beginning and Shri Vairagi, Senior Clerk and appreciate the work done by them at early stages of the Committee.

Shri K. T. Joglekar, Senior Clerk deserves special mention for his assistance to the Committee.

RAMMANOHAR V. TRIPATHI,
Chairman.

(Signed) RAMESH CHAND
Member.

(Signed) SHAMRAO OGALE
Member.

(Signed) CHHOTUBHAI PATEL
Member.

(Signed) D. M. TULPUL
Member.

(Signed) NANA TALASHIKAR
Member.

(Signed) MAZHAR S. IBRAHIM
Member.

(Signed) M. V. SAVADIKAR
Member-Secretary.

Dated 20th March 1976

Place: Bombay.

ANNEXURE 'A'

Minimum Wages Act, 1948:

Appointment of a Committee under the —
Employment in Glass Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 4074/201468/Lab-III-A

Sachivalaya, Bombay-400 032, dated the 12th February 1975

RESOLUTION.—In pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Maharashtra hereby appoints the Committee as shown in the Annexure to the Resolution, to hold enquiries into the conditions prevailing in the employment in Glass Industry and to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, No. MWA-4067/134571/Lab-III, dated the 21st November 1969 and No. MWA-4067/134571 (i)/Lab-III, dated the 21st November 1969.

2. Shri V. V. Joshi, Assistant Commissioner of Labour, Bombay should be appointed as Member-Secretary of the Committee in addition to his own duties.

3. The Committee should submit its detailed report to Government in the matter within six months from the date of this Resolution.

4. The non-official members of the Committee who are not members of the Legislature shall be paid travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with scale specified in rule 1(1)(b) in Appendix XLII-A Section I to the Bombay Civil Services Rules as amended from time to time. The local members of the Committee shall be allowed to draw actual conveyance charges limited to Rs. 5 for every day of the meeting of the said Committee.

5. The non-official members of the Committee who are members of the Legislative Assembly/Council shall be granted travelling allowance and daily allowance in accordance with the Government Resolution, Finance Department, No. TRA. 1470/131/XVIII, dated the 27th January 1971.

6. Shri V. V. Joshi, the Member-Secretary of the Committee should be the controlling authority in respect of the travelling bills of the non-official members of the Committee.

7. All Officers and Departments of Government are requested to give such assistance as may be required by the Committee for the purpose of the enquiry.

8. The expenditures should be debited to the Budget Head "287-Labour and Employment—A-Labour—b-Industrial Relations—(b)-IV-Special Committee for enquiries Demand No. 123 and met from the grants sanctioned thereunder.

9. This Resolution issued with the concurrence of the Finance Department, *vide* that Department un-official reference No. 329/S-3, dated the 15th February 1974.

By order and in the name of the Governor of Maharashtra,

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE ' B '

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Sachivalaya, Bombay-400 032, dated 21st November 1969

MINIMUM WAGES ACT, 1948

No. MWA. 4067/134571-Lab-III—Whereas, in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra (hereinafter referred to as "the said Act"), the Government of Maharashtra by Resolution in the Industries and Labour Department, No. MWA. 4067/126707-Lab-III, dated the 15th February 1968, appointed a Committee to hold enquiries and advise the State Government *inter alia* in the matter of revision of minimum rates of wages fixed by Government Notifications, Industries and Labour Department, No. MWA. 4062-Lab-III, dated the 22nd May 1964 and No. MWA. 4062 (i)-Lab-III, dated the 22nd May 1964, in respect of the employment in glass industry (hereinafter referred to as the "said scheduled employment").

And whereas, the said Committee has submitted its report to the Government of Maharashtra;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Maharashtra after considering the advice of the said Committee, hereby revises the minimum rates of wages as fixed in the Schedule to Government Notification, Industries and Labour Department, Nos. MWA. 4062-Lab-III, dated the 22nd May 1964 and MWA. 4062 (i)-Lab-III, dated 22nd May 1964, in respect of employees in the said scheduled employment, and with effect from the 1st day of December 1969 refixes them as set out in column 3 of the schedule hereto, in respect of each Zone specified in the same column to be the rates payable by the month in such Zone to the classes of employees mentioned against them in column 2 thereof.

SCHEDULE

Serial No.	Class of employees	Rates		
		Zone I	Zone II	Zone III
1	2	3	3	3
		Rs.	Rs.	Rs.
	A. (I) Skilled 'A' adult employees (not being apprentices) employed as—	162	139	115
1	Furnace Mason.			
2	Pattern Maker.			
3	Turner.			
4	Fitter/Mechanic.			
5	Employees by whatever name called doing skilled-A work of the nature done by persons falling under the above entries.			

Serial No.	Class of employees	Rates		
		Zone I	Zone II	Zone III
1	2		3	
	(II) Skilled ' B ' adult employees (not being apprentices) employed as —	Rs. 149	Rs. 125	Rs. 100
1	Mouth Blower.			
2	Heavy Glass Decorator.			
3	Cut Glass Decorator.			
4	Glass Painter (Hand).			
5	Machinist.			
6	Mould Maker/Fitter.			
7	Grinding Machine Operator.			
8	Shaper and Planer.			
9	Electric Wireman (qualified).			
10	Gatherer/Machine Operator/Cutter.			
11	Welder.			
12	Mason other than Furnace Mason.			
13	Employees by whatever name called doing skilled-B work of the nature done by persons falling under the above entries.			
	(III) Skilled ' C ' adult employees (not being apprentices) employed as—	142	118	95
1	Bangle Decorator.			
2	Light Press Operator.			
3	Quality Inspector.			
4	Compressor Mechanic.			
5	Motor Vehicle Driver.			
6	Engine Driver.			
7	Blacksmith.			
8	Electric Wireman (Non-qualified)			
9	Carpenter.			
10	Employees by whatever name called doing skilled-C work of the nature done by persons falling under the above entries.			
	(IV) Semi-skilled ' A ' adult employees (not being apprentices) employed as—	122	100	75
1	Mixer/Drum Attendant.			
2	Oil Burner Attendant/Annealing Lehr Attendant/Furnace.			
3	Airman.			
4	Bubble Maker.			

Serial No.	Class of employees	Rates		
		Zone I	Zone II	Zone III
1	2	Rs.	Rs.	Rs.
5	Bangle Joiner.			
6	Furnace Feeder/Batch Charger.			
7	Drilling Machine Operator.			
8	Glass Edge Melter/Fire Polisher.			
9	Coal Fireman.			
10	Glass Printer.			
11	Rolshwalla.			
12	Press Liverman.			
13	Machine Made Article Sorter.			
14	Compressor Attendant.			
15	Petrol Gas Attendant.			
16	Employees by whatever name called doing semi-skilled-A work of the nature done by persons falling under the above entries.			
	(V) Semi-skilled 'B' adult employees (not being apprentices) employed as—	115	93	69
1	Glass Edge Grinder.			
2	Glass Froster.			
3	Liverman.			
4	Wheel/wire Cutter.			
5	Packer.			
6	Blown Article Sorter.			
7	Workshop Attendant.			
8	Oilman.			
9	Canteen Vendor.			
10	Employees by whatever name called doing semi-skilled-B work of the nature done by persons falling under the above entries.			
	(VI) Unskilled adult employees (not being apprentices) employed as—	108	86	65
1	Carrier.			
2	Helper in Batch House.			
3	Coal and Ash Carrier in Furnace Section.			
4	Annealing Lehr Section Worker.			
5	Chamber Loader and Unloader.			
6	Workshop Mazdoor.			
7	Mould Holder.			

Serial No.	Class of employees	Rates		
		Zone I	Zone II	Zone III
1	2		3	
8	Watchman.	Rs.	Rs.	Rs.
9	Peon.			
10	Store Attendant.			
11	Helper in Finishing Section other than Coal and Ash Carrier.			
12	Helper in Finishing Section.			
13	Helper in Packing Section.			
14	Lable Paster.			
15	Mazdoor General.			
16	Wrapper.			
17	Stitcher.			
18	Sweeper.			
19	Employees by whatever name called doing un-skilled work of the nature done by persons falling under the above entries.			
Clerical and Supervisory (Factory operation)				
1	Automatic Machine Operator/Automatic Machine Incharge.	225	205	185
2	Draftsman	195	175	155
3	Supervisor (technical)	175	175	155
4	Supervisor (non-technical)	175	160	140
5	Store-Keeper	160	135	115
6	Time-Keeper	150	130	105
7	Clerk	145	125	100
8	Reporter	110	95	75
(B)	Adolescents employed in any of employment mentioned above in this column.	Seventy-five per cent of the rates fixed for adults in respect of the same category of employment.	Seventy-five per cent of the rates fixed for adults in respect of the same category of employment.	Seventy-five per cent of the rates fixed for adults in respect of the same category of employment.

Serial No.	Class of employees	Rates		
		Zone I	Zone II	Zone III
1	2	3		
(C)	Children employed in any of the categories of employment mentioned above in this column.	Fifty per cent of the rates fixed for adults in respect of the same category of employment.	Fifty per cent of the rates fixed for adults in respect of the same category of employment.	Fifty per cent of the rates fixed for adults in respect of the same category of employment.
(D)	Apprentices employed in any of the category of employment mentioned above in this column.	Seventy-five per cent of the rates fixed for adults in respect of the same category of employment.	Seventy-five per cent of the rates fixed for adults in respect of the same category of employment.	Seventy-five per cent of the rates fixed for adults in respect of the same category of employment.

Explanation.—For the purpose of this notification:—

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation of Greater Bombay, those within the limits of the Thana Municipal Council and those within the limits of Majiwada and Balkum Village Panchayats.

(b) Zone II shall comprise the areas within the limits of the Municipal Corporations, Municipal Councils or the Cantonments, and the revenue limits as the case may be of Poona, Sholapur, Kolhapur, Malegaon, Nasik, Ulhasnagar, Ambernath, Ahmednagar, Pimpri, Poona Cantonments, Kirkee Cantonments, Chinchwad, Nagpur, Akola and Anraoti.

(c) Zone III shall comprise the remaining areas of the State not included in Zone I and Zone II above.

(2) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowances and the cash value of concessions, if any.

(3) In the case of an employee employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.

By order and in the name of the Governor of Maharashtra,

M. A. R. SIDDIQUI,
Under Secretary to Government.

ANNEXURE ' C '

Minimum Wages Act, 1948:

Appointment of a Committee under the —
Employment in Glass Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 4075/720/Lab-7

Sachivalaya, Bombay-400 032, dated the 30th September 1975

Read—

Government Resolution, Industries and Labour Department, No. MWA. 4074/200468/
Lab-III-A, dated the 12th February 1975.

Letter No. CL/MWA/1175/MWC/Glass/M, dated 17th July 1975, from the Assistant
Commissioner of Labour and Member-Secretary to Minimum Wages Committee for
Employment in Glass Industry, Bombay.

RESOLUTION.—The Committee appointed under Government Resolution, Industries and
Labour Department, No. MWA. 4074/201468/Lab-III-A, dated the 12th February 1975, to
hold enquiries into the conditions prevailing in the employment in Glass Industry and to
advise Government in the matter of revision of minimum rates of wages in respect of employees
in the said employment, is granted extension of time up to *12th February 1976* for submission
of its report.

2. The additional expenditure should be debited to the demand No. 122 and Budget
Head " 287-Labour and Employment—B-Industrial Relations—(b) IV-Special Committees for
Enquiry " and met from the sanctioned grant thereunder during the current financial year.

3. This Resolution issues with the concurrence of the Finance Department *vide* its
unofficial reference No. 1130/75-EXP-16, dated the 12th September 1975.

By order and in the name of the Governor of Maharashtra,

(Signed) V. B. KHODKE,
Section Officer,
Government of Maharashtra.

ANNEXURE 'C (1)'

Minimum Wages Act, 1948:

Appointment of a Committee under the —
for employment in Glass Industry.

GOVERNMENT OF MAHARASHTRA
INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 4075/1/Lab-7

Sachivalaya, Bombay 400 032, dated the 17th March 1976

Read—

Government Resolution, Industries and Labour Department, No. MWA. 4074/201468/
Lab-III-A, dated the 12th February 1975.

Government Resolution, Industries, Energy and Labour Department, No. MWA. 4075/
720/Lab-7, dated the 30th September 1975.

Letter No. CL/MWA/MWC/Glass/M, dated the 2nd March 1975, from the Commissioner
of Labour, Bombay.

RESOLUTION.—The Committee appointed under Government Resolution, Industries and
Labour Department, No. MWA. 4074/201468/Lab-III-A, dated the 12th February 1975, to
hold enquiries into the conditions prevailing in the employment in Glass Industry and to
advise Government in the matter of revision of minimum rates of wages in respect of
employees in the said employment, is granted extension of time up to *20th March 1976* for
submission of its report.

2. This Resolution issues with the concurrence of the Finance Department, *vide* its
unofficial reference No. 686/R/76-EXP-16, dated the 11th March 1976.

By order and in the name of the Governor of Maharashtra,

(Signed) V. B. KHODKE,
Section Officer,
Government of Maharashtra.

ANNEXURE 'D'

Minimum Wages Act, 1948:

Appointment of a Committee under the —
Employment in Glass Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 4074/107265/Lab-III-A

Sachivalaya, Bombay-400 032, dated the 8th April 1975

Read—

Government Resolution, Industries and Labour Department, No. MWA. 4074/201468/
Lab-III-A, dated 12th February 1975.

Letter No. CL/MWC/1074/Glass/M, dated 3rd March 1975, from the Commissioner of
Labour, Bombay.

RESOLUTION.—Government is pleased to appoint Shri Ramesh Chand, Managing Director, Messrs. Mahalakshmi Glass Works Private Limited, Dr. E. Moses Road, Bombay-400 011, as representative of employers, in place of Shri W. A. Vazir Ali, President, Western India Glass Manufacturers' Association, Bombay-400 001, on the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA. 4074/201468/
Lab-III-A, dated 12th February 1975, to hold enquiries into the conditions prevailing in the employment in Glass Industry and to advise Government in the matter of revising the minimum rates of wages, in the said employment.

By order and in the name of the Governor of Maharashtra,

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE 'E'

Minimum Wages Act, 1948:

Appointment of a Committee in respect of
employment in Glass Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 4074/122291-Lab-III-A

Sachivalaya, Bombay-400 032, dated the 25th June 1975

Read—

Government Resolution, Industries and Labour Department, No. MWA. 4074/201468/
Lab-III-A, dated 12th February 1975.

Government Resolution, Industries and Labour Department, No. MWA. 4074/107265/
Lab-III-A, dated 8th April 1975.

Letter, dated 10th June 1975, from Shri Ravindra S. More, M.L.A., Poona-5.

RESOLUTION.—Government is pleased to appoint Shri Nana Talashikar, C/o. J. G. Glass Works, Pimpri, Poona, as representative of employees, in place of Shri Ravindra S. More, M.L.A., President, National Labour Unity Centre (INTUC), Poona-5, on the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA. 4074/201468/Lab-III-A, dated 12th February 1975, to hold enquiries into the conditions prevailing in the employment in Glass Industry and to advise Government in the matter of revising the minimum rates of wages, in respect of employees in the said employment.

By order and in the name of the Governor of Maharashtra,

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE ' F '

Minimum Wages Act, 1948:

**Appointment of a Committee under the —
Employment in Glass Industry.**

**GOVERNMENT OF MAHARASHTRA
INDUSTRIES, ENERGY AND LABOUR DEPARTMENT
Resolution No. MWA. 4075/60-Lab-5
Sachivalaya, Bombay-400 032, dated the 9th August 1975**

Read—

Government Resolution, Industries and Labour Department, No. MWA. 4074/201468/
Lab-III-A, dated the 12th February 1975.

Letter No. CL/MWA/1075/Glass/M, dated the 18th July 1975, from the Commissioner of
Labour, Bombay.

RESOLUTION.—Government is pleased to appoint Shri M. V. Savadikar, Assistant
Commissioner of Labour, Bombay, in addition to his own duties as Member-Secretary of
the Committee appointed under Government Resolution, Industries and Labour Department,
No. MWA. 4074/201468/Lab-III-A, dated the 12th February 1975, to hold enquiries into the
conditions prevailing in the employment in Glass Industry and to advise Government in the
matter of revision of minimum rates of wages in respect of employees in the said employment,
in place of Shri V. V. Joshi, Assistant Commissioner of Labour, transferred to Thana.

2. Shri M. V. Savadikar, the Member-Secretary of the Committee, should be the
Controlling Authority in respect of travelling allowance bills of the non-official Members
of the Committee.

By order and in the name of the Governor of Maharashtra,

(Signed)
Under Secretary to Government.

ANNEXURE 'G'

MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN GLASS INDUSTRY

Questionnaire to the Concerns

1. Name of the concern and address ..
2. Full name of the Manager ..
3. The date and the year from which the concern started working.
4. Unit registered under (Factories Act/ Shops and Establishments Act).
5. Details of articles produced by the concern.
 - (a) Any agreement, settlements or award regarding the wages, dearness allowance, etc. for employees (If any award, state award No. and date of publication in the Gazette and in case of settlement or agreement, please supply copy). If award is not published please state the reference number and date.
 - (b) Decisions of cases, if any, decided under the Minimum Wages Act, 1948.
6. (a) Please give the number of regular employees and existing wages category-wise in your establishment in the following table:—

Category	Men	Women	Adolescents between 15 and 18 years	Children i.e. below 14 to 15 years	Minimum wages in the category
1.					
2.					
3.					

6. (b) Is there any other class of workers besides regular employees connected with the manufacturing process, i.e. contract workers, etc. who work in the premises of your establishment? If so, give the number of such employees in the following table:—

Category	Nature of work performed	Number of workers

7. Details of employment and wages etc.
as existing in February 1975.

Categories of employees	Classification of workers e.g. skilled, unskilled, etc.	No. of employees in the categories	Lowest rates of wages including D.A. to an individual in the category	Maximum rates of wages including D.A. to an individual in the category	Other allowances and concessions if any
1	2	3	4	5	6
1.					
2.					
3.					

Total wages including D. A. to an individual in the category	Your proposals for minimum wages including D.A. in the category
7	8
1.	
2.	
3.	

8. Please state particulars for additional categories not included above.

9. Please supply the copies (two) of balance sheets for last three financial years.

Wages and salaries—

- (a) Basic wages of employees (including production, attendance or other allowance, excluding dearness allowance and bonus).
- (b) (1) Salaries of all technicians, officers and supervisors not included in (a) (i).
(2) Dearness Allowance for (b) (i).
- (c) Provision for bonus for the year not paid during the year.
- (d) Bonus paid during the year for previous year or years.
- (e) (i) Holidays with wages ..
(ii) Provident Fund ..
(iii) Maternity benefit ..
(iv) Workmen's compensation ..
(v) Employees' State Insurance.
- (f) Retirement gratuity paid during the year.
- (h) Any other compensation for rationalisation, etc.

10. Please explain in details—

(a) All the Processes carried on in your industry.

11. Is there any system of deduction from earnings of workers on account of inferior or defective work? If so, deduction and basis of deduction in respect of time-rated, piece-rated and contract workers.

12. Do you think that the existing wages prescribed under the Minimum Wages Act, in Glass Industry need any revision? If so, please give your reasons.

13. What is the extent of revision of Minimum Wages that you consider reasonable?

14. In suggesting any revision will you take into consideration following factors?

(a) Paying capacity of the Industry or your unit.

(b) Prevailing wage rates in your locality for similar occupations.

(c) Minimum needs viz. food, clothing, housing, fuel and miscellaneous of workers of a standard family (Three consumption units.)

(d) Competition with employment in Glass Industry located in other States. Please give your reasons for replies to (a), (b) and (c) with detailed information in every case.

(e) Whether the revised minimum rate of wages should be linked up with the rise and fall in the cost of living.

15. Any additional information or suggestion.

Date:

Place:

District:

Signature.

Designation:

ANNEXURE ' H '

MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN GLASS INDUSTRY

Questionnaire to the Trade Unions

1. Full name of the Trade Union ..
2. Full postal address
3. Area of jurisdiction
4. Membership open to
5. The number and date of registration of Union.
6. Members as on 31st December 1974 ..
7. Number of concerns covered by your membership.
8. Whether any rates of wages have come to prevail by general practice in your area? If so, give particulars of various occupations of employments.
9. Whether there is any other Union working in Glass Industry in your area? If so, give the name and address of the Union.
10. Whether your Union has any agreement or award regarding rates of wages, dearness allowance, hours of work or any other emoluments? If so, give particulars in respect of Glass Industry.
11. Whether any minimum wages has been established by award or practice in your area for the industrial workers in general? If so, give particulars.
12. What should be the revised minimum wages at your centre for each category?
13. Give your views regarding the cost of living of industrial workers in your area.

Place:

District:

Signature of the Office-bearer
and Designation.

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